

PSYCHOLOGIST – CLINICAL, CORRECTIONAL FACILITY



OPEN

AN EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER - Equal opportunity to all regardless of race, color, creed, national origin, ancestry, sex, marital status, disability, religious or political affiliation, age or sexual orientation.

EXAMINATION BASE DEPARTMENTAL FOR:

DEPARTMENT OF CORRECTIONS AND REHABILITATION

WHO SHOULD APPLY Applicants who meet the minimum qualifications as stated below. Applications will not be accepted on a promotional basis.

HOW TO APPLY ONLY PSYCHOLOGIST – CLINICAL, CORRECTIONAL FACILITY SCANNABLE APPLICATIONS WILL BE ACCEPTED FOR THIS EXAMINATION.

**Submit the scannable application in a 10” x 13” envelope to the following addresses:
Do not duplicate, staple, tear or fold the application**

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| By mail with: | or | In person with: |
| Department of Corrections and Rehabilitation | | Department of Corrections and Rehabilitation |
| Selection Services Section | | Selection Services Section |
| P.O. Box 942883 | | 1515 “S” Street, Room 522-N |
| Sacramento, CA 94283-0001 | | Sacramento, CA 95814 |

Psychologist – Clinical, CF scannable applications are available at the Department of Corrections and Rehabilitations’ Institutional Personnel Offices or Central Office Selection Services Section.

DO NOT SUBMIT A RESUME, ANY OTHER APPLICATION FORM OR ATTACH ANY OTHER DOCUMENTS TO THE PSYCHOLOGIST – CLINICAL, CF SCANNABLE APPLICATION, OTHER THAN THOSE REQUESTED IN THE APPLICATION.

NOTE: The wearing of denim or gray sweats on institution grounds is prohibited.

NOTE: Only applications with an original signature will be accepted.

APPLICATION DEADLINE/ REQUIREMENTS Applications will be accepted on a continuous basis. All applicants must meet the education and/or experience requirements for this examination at the time he or she files his or her application.

TEST DATE Information will be provided to accepted applicants by letter.

SALARY RANGE(S) As of: **August 31, 2005**
\$4498 - \$5904

Hiring Above The Minimum
All correctional institutions **may** authorize a “Hiring Above the Minimum” (HAM) a salary differential. Extraordinary qualifications, and experience and current salary will determine the actual starting salary. The hiring authority will review your credentials and evaluate your experience and recent earnings to determine if a HAM salary differential may be applicable.

Recruitment and Retention (R&R) Bonus (as of August 31, 2005)

- \$1500 monthly R&R Bonus (at Correctional Training Facility and Salinas Valley State Prison only)
- \$300 monthly R&R differential pay
- \$2400 Annual Geographic R&R Bonus (limited to Avenal State Prison, Ironwood State Prison, Chuckawalla Valley State Prison, Calipatria State Prison, and Centinela State Prison) payable after 12 months of full-time employment.

BENEFITS

- Deferred Compensation Plans (Savings pool, 401k and 457 plan)
- \$100 monthly Bilingual Differential Pay
- 75% Reimbursement of Van Pool, \$65 maximum per month (\$100 primary driver)
- 75% Reimbursement of Public Transit Passes, \$65 maximum per month
- Flexible work hours (Management discretion)
- Pre-tax parking (Where applicable)
- Fourteen (14) paid holidays
- Generous paid vacation/sick leave or annual leave
- Jury duty/military/bereavement leave
- Health, Dental and Vision Care Plans (Rural Health Care Equity Program for areas without HMOs)
- Pre-retirement death benefit
- Dependent Care Program
- Long Term Insurance (CalPERS)
- Home Loan Program (CalPERS)
- Legal Services
- Employee Assistance Program
- Work and Family Advisory Committee

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| BENEFITS (CONTINUED) | <ul style="list-style-type: none">• Eleven (11) hours per month allowed for Annual Leave Credits. Increases to 14 hours after 37th month of full-time employment.• License or Certificate Renewal Fee Reimbursement (Actual Cost)• Evening and Night Shift Differential Pay• Institutional Workers Supervision Pay Differential• Clinical Supervision Differential (\$100 differential)• Professional Education and training (5 days per fiscal year)• Continuing Education (18 hours per fiscal year)• California Public Employees' Safety Retirement System (Exempt from paying into the Federal Social Security System) |
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| MINIMUM QUALIFICATIONS | <p>License: Possession of a valid license as a Psychologist issued by the California Board of Psychology and possession of an earned Doctorate Degree in Psychology from an educational institution meeting the criteria of Section 2914 of the Medical Board of California's Business and Professions Code.</p> <p>Individuals who do not qualify for licensure by the California Board of Psychology or who are in the process of securing this license will be admitted into the examination and may be appointed, but must secure a valid license within two years of an appointment; however, an individual shall be employed only to the extent necessary to be eligible for licensure plus one year. An extension of the waiver may be granted for an additional one year based on extenuating circumstances, as provided by Section 1277(e) of the Health and Safety Code or Section 5600.2(f) of the Welfare and Institutions Code, whichever is applicable.</p> <p>(Unlicensed individuals who are recruited from outside the State of California and who qualify for licensure may take the examination and may be appointed for a maximum of one year, at which time licensure shall have been obtained or the employment shall be terminated. Additionally, they must take the licensure examination at the earliest possible date after the date of employment.) An extension of the waiver may be granted for an additional one year based on extenuating circumstances, as provided by Section 1277(e) of the Health and Safety Code or Section 5600.2(f) of the Welfare and Institutions Code, whichever is applicable. Individuals granted an additional one year based on extenuating circumstances may be appointed for a maximum of two years at which time licensure shall have been obtained or the employment shall be terminated.</p> <p>Special Personal Characteristics: Empathetic understanding of patients in a State correctional facility; willingness to work in a correctional facility; scientific and professional integrity; emotional stability; patience; alertness; tact; and keenness of observation.</p> <p>Special Physical Characteristics: Persons appointed to this position must be reasonably expected to have and maintain sufficient strength, agility and endurance to perform during stressful (physical, mental and emotional) situations encountered on the job without compromising their health and well-being or that of their fellow employees or that of inmates. Assignments may include sole responsibility for the supervision of inmates and/or the protection of personal and real property.</p> |
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| EXAMINATION PLAN | <p>INTERVIEWS WILL NOT BE HELD. This examination will consist of a scannable application/examination weighted 100%. To obtain a position on the eligible list, applicants must achieve a minimum rating of 70% on the scannable application/examination.</p> <p>The scannable application/examination is designed to elicit a range of specific information regarding each candidate's knowledge, skills, abilities, experience, and potential to effectively perform the duties relative to the classification. SUBMISSION OF THE SCANNABLE APPLICATION/EXAMINATION IS MANDATORY. Candidates who do not submit the completed scannable application/examination will be eliminated from this examination.</p> <p>Scannable Application/Examination -- Weighted 100.00%</p> <p>Scope: Emphasis in the examination will be on measuring competitively, relative to job demands, each candidate's:</p> <p>A. Knowledge of:</p> <ol style="list-style-type: none">1. Psychological theories and research2. Principles, techniques and problems in developing and coordinating a clinical psychological treatment program3. Principles, techniques and trends in psychology with particular reference to normal and disordered behavior, human development motivation, personality learning, individual differences, adaptation and social interaction4. Methods for the assessment and modification of human behavior5. Characteristics and social aspects of mental disorders and retardation6. Research methodology and program evaluation, institutional and social processes, group dynamics7. Functions of psychologists in various mental health services8. Current trends in the field of mental health9. Professional training10. Community organization and allied professional services <p>B. Ability to:</p> <ol style="list-style-type: none">1. Plan, organize, and work in a specialized clinical psychological treatment program involving members of other treatment disciplines2. Provide professional consultation and program leadership3. Teach and participate in professional training4. Recognize situations requiring the creative application of technical skills5. Develop and evaluate creative approaches to the assessment, treatment, and rehabilitation of mental disorders, to the conduct of research, and to the development and direction of a psychological program6. Plan, organize and conduct research, data analysis and program evaluation7. Conduct assessment and psychological treatment procedures8. Secure the cooperation of professional and lay groups9. Analyze situations accurately and take effective action10. Communicate effectively |
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ELIGIBLE LIST
INFORMATION

The resulting eligible list will be established to fill vacancies for the Department of Corrections and Rehabilitation. Names of successful candidates are merged into the list in order of final scores, regardless of date. Eligibility expires **12** months after establishment, unless the needs of the service and conditions of the list warrant a change in this period.

POSITION
DESCRIPTION AND
LOCATION(S)

A **Psychologist – Clinical, CF** in a state correctional facility or outpatient clinic is under the general direction of the Chief Psychologist or Chief Psychiatrist, depending on the level of the mental health program; carries out difficult assignments in clinical psychology which involve the assessment and treatment of adults and/or youths, program development and evaluation, clinical research, professional training, and consultation. Incumbents also maintain order and supervise the conducts of inmates and/or wards and protect and maintain the safety of persons and property, and do other related work.

Positions exist at various institutions located throughout the state with the Department of Corrections and Rehabilitation.

VETERANS POINTS/
CAREER CREDITS

Veteran's Preference Points will not be granted in this examination since it does not qualify as an entrance examination under the law. Career credits will not be granted in this examination.

GENERAL INFORMATION

The Department of Corrections and Rehabilitation reserves the right to revise the examination plan to better meet the needs of the service if the circumstances under which this examination was planned change. Such revisions will be in accordance with civil service laws and rules and all competitors will be notified.

Examination Locations: If this examination requires a written test and/or oral interview, they will be scheduled throughout the State at the correctional institutions and/or parole regions. However, locations of the written test and/or oral interview may be limited or extended as conditions warrant.

Eligible Lists: Eligible lists established by a competitive examination, regardless of date, must be used in the following order: 1) subdivisional promotional; 2) departmental promotional; 3) multidepartmental promotional; 4) servicewide promotional; 5) departmental open; 6) open. When there are two lists of the same kind, the older must be used first.

General Qualifications: Competitors must possess essential personal qualifications including integrity, initiative, dependability, good judgment, ability to work cooperatively with others, and a state of health consistent with the ability to perform the assigned duties of the class. A medical examination and fingerprinting may be required. In open examinations, an investigation may be made of employment records and personal history.

IT IS AN OBJECTIVE OF THE STATE OF CALIFORNIA TO ACHIEVE A DRUG-FREE WORK PLACE. ANY APPLICANT FOR STATE EMPLOYMENT WILL BE EXPECTED TO BEHAVE IN ACCORDANCE WITH THIS OBJECTIVE BECAUSE THE USE OF ILLEGAL DRUGS IS INCONSISTENT WITH THE LAW OF THE STATE, THE RULES GOVERNING CIVIL SERVICE AND THE SPECIAL TRUST PLACED IN PUBLIC SERVANTS.

ONLY INDIVIDUALS LAWFULLY AUTHORIZED TO WORK IN THE UNITED STATES WILL BE HIRED

FOR CURRENT CDCR TESTING INFORMATION CALL (916) 322-2545
California Relay Service for the Deaf or Hearing Impaired: 1-800-735-2929

THIS CANCELS AND SUPERSEDES ALL PREVIOUSLY ISSUED BULLETINS